

Mississippi

Board of Nursing



Fiscal Year 2006 Annual Report

July 1, 2005 – June 30, 2006

MISSISSIPPI BOARD OF NURSING
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MESSAGE FROM DIRECTOR

In compliance with the provisions of Chapter 15, 73-15-17 et seq., *Mississippi Code of 1972, Annotated*, the Mississippi Board of Nursing hereby submits this report to Governor Haley Barbour to outline the activities of this agency for the period of July 1, 2005, through June 30, 2006.

The Mississippi Board of Nursing is the state regulatory agency responsible for protection of the public in matters related to nursing. During Fiscal Year 2006, as authorized by law, the Board licensed qualified applicants, administered registered nurse (RN) and licensed practical nurse (LPN) licensure examinations, communicated standards of nursing practice, issued statements regarding scope of practice, consulted with individuals and agencies on nursing practice issues, and carried out disciplinary proceedings associated with violations of the Nursing Practice Law and Rules and Regulations.

Through the work of appointed Board members, a committee structure, and agency staff, the Board conducted essential and critical business, monitored trends related to nursing and took proactive steps to address the ever-changing needs of the citizens of Mississippi. The Board continues to be involved in nursing regulation on the local, state and national levels with Board and staff members selected to participate on committees related to research, discipline, examinations, advanced practice, examinations and policy development.

Nurses make important contributions toward meeting the health care needs of the people of Mississippi. In a constantly changing health care environment, the Board of Nursing diligently pursues its stated function of protecting the consumers of nursing care.

The Mississippi Board of Nursing submits the accomplishments reported herein for Fiscal Year 2006.

*Sheree Zbylot, RN, MHS
Interim Executive Director*

BOARD MEMBERS

Board members are appointed in accordance with the Mississippi Code of 1972, Annotated, §73-15-9. The Board is composed of thirteen members including seven RNs, four LPNs, one consumer of health services, and one physician. Except for the physician and consumer representatives, members are appointed by the governor from lists of nominees submitted by Mississippi registered nurse and practical nurse organizations and/or associations. The physician is appointed by the State Board of Medical Licensure and the consumer representative is appointed by the governor. The following individuals served as Board members during FY 2006:

Debra Allen, RN
Bess C. Blackwell, RN
Rosemary Caraballo, LPN
Nadara Cole, Consumer Representative
Opal Ezell, LPN
Dianne Harrison-Bell, LPN
Darlene Lindsey, RN
Tina Mabry, RN, FNP
Dr. Philip Merideth, Physician Representative
Becky Nelms-Currie, RN
Emily Pharr, LPN
Gary Dwayne Self, RN, CRNA
Cathy Williamson, RN, CNM

Merlene Myrick, RN, and Debbie Ricks, RN, were appointed with terms beginning July 1, 2006, to fill terms expiring on June 30, 2006.

STAFF

(As of June 30, 2006)

ADMINISTRATION

Delia Y. Owens, RN, JD, Executive Director
Nancy Herrin, Administrative Secretary

DISCIPLINARY

Laura Henderson-Courtney, Senior Attorney
Vanessa Gray, Legal Secretary
Sunni Sanger, Legal Secretary

INVESTIGATIVE

Ann Ricks, RN, Director
Dwayne Jamison, Chief Investigator
Sontyna Dixon, Investigator
David Elson, Investigator
Robert Jackson, Investigator
Adelia Bush, Legal Secretary

LICENSURE AND PRACTICE

Sheree Zbylot, RN, Director
Sherron Fair, Licensing Officer
Ginger Hite, Licensing Officer
Carolyn Owens, Licensing Officer
Gloria Perry, Licensing Officer
Barbara Robison, Licensing Officer
Deaundra Payton, Receptionist

RECOVERING NURSE PROGRAM

Jane Tallant, RN, Director
Tony Graham, Monitoring Counselor
Marianne Wynn, Monitoring Counselor
Marvia Davis, Compliance Officer
Sarah Love, Executive Secretary

FINANCE AND TECHNOLOGY

James Mack, Director
Dan Patterson, Systems Analyst
Freddie Tolliver, Accountant/Auditor

COMMITTEES

Board of Nursing committees are comprised of Board members and staff to assist in the assessment, planning, implementation, and evaluation of Board activities. Committee members are appointed by the president in accordance with bylaws except members of the Nominating Committee who are elected by the Board. Board committees and the purpose of each committee are as follows:

- **Compliance Committee:** Monitors and makes recommendations related to individuals whose licenses have been restricted by Board order.
- **Executive Committee:** Supervises affairs of the Board between business meetings; evaluates Board activities in terms of purpose, goals and objectives; reviews and resolves complaints relative to Board members; works with the executive director and accountant in preparing the annual budget; and presents annual and quarterly budget reports to the Board.
- **Nominating Committee:** Submits slate of names for offices to be filled at annual meeting.
- **Expanded Role Committee:** Considers and prepares recommendations related to the expanded role of the RN and the expanded role of the LPN.
- **Nurse Practice Committee:** Responds to written inquiries regarding scope of nursing practice.

BUDGET

Nursing licenses expire on December 31 of each year with RN licenses expiring in even numbered years and LPN licenses expiring in odd numbered years. Thus, the vast majority of the Board's income is received during the renewal period from October to December of each year. Because there are approximately two-thirds more RNs than LPNs, the Board of Nursing's income in even numbered years must fund at least one and one half fiscal years.

FISCAL RENEWAL YEAR	APPROPRIATED	ACTUAL EXPENSES	RECEIPTS
FY05 – RNs	\$ 1,860,118	\$ 1,788,965	\$ 2,100,000
FY06 – LPNs	\$ 2,044,926	\$ 1,927,768	\$ 1,266,151

LICENSURE

The Mississippi Board of Nursing assisted qualified applicants in obtaining licensure to practice nursing in Mississippi by granting licensure to RNs and LPNs in the following categories:

- Candidates who achieved a passing score on the National Council Licensure Examination (NCLEX);
- Licensees who met the qualifications for renewal of active licensure;
- Nurses who were endorsed into Mississippi from another state in which they were originally licensed;
- Nurses who applied for inactive licensure; and
- Nurses whose Mississippi licenses were reinstated following a period of lapsed, revoked, or suspended licensure.

Active Status

As of June 30, 2006, there were 34,946 RNs and 12,111 LPNs with active licensure. Active licensure means the practice of nursing as defined in Mississippi Code of 1972, Annotated, §73-15-5 (2) and (3). Table 1 indicates the number of RNs and LPNs holding active licensure for the last five years and the percentage change from each previous year.

Table 1: Active Licensees

LICENSEES	FY02	FY03	FY04	FY05	FY06
Registered Nurse s	30,592	30,157	32,579	32,384	34,946
Licensed Practical Nurses	11,250	12,223	11,759	12,778	12,111
Total	41,842	42,380	44,338	45,162	47,057
Percentage Change from Previous Year	+2.9%	+1.3%	+4.6%	+1.9%	+4.2%

Inactive Status

Inactive licensure may be issued to persons not engaged in the active practice of nursing but desiring to maintain licensure. A nurse holding an inactive license is not authorized to practice in Mississippi as a RN or LPN based on that inactive status. Table 2 depicts the number of RNs and LPNs who have held inactive licensure during the last five years and the percentage change from each previous year.

Table 2: Inactive Licensees

LICENSEES	FY02	FY03	FY04	FY05	FY06
Registered Nurses	1,625	1,495	1,991	1,366	1,630
Practical Nurses	752	714	649	627	608
Total	2,377	2,209	2,640	1,993	2,238
Percentage Change from Previous Year	-5.3%	-7.07%	+20%	-24.5%	+12.3%

Nurse Practitioner Certification

As authorized by Mississippi Code of 1972, Annotated, §73-15-5 (2), the Board of Nursing provides for certification of nurse practitioners. Regulations are in place to facilitate implementation of the statute, including regulations jointly promulgated by the State Board of Medical Licensure and the Mississippi Board of Nursing. Table 3 depicts those nurse practitioners who were initially certified during FY 2006 and the total certified as of June 30, 2006.

Table 3: Type and Number of Nurse Practitioners

TYPE OF NURSE PRACTITIONER	New In FY 2006	TOTAL As of 6/30/06
Adult	6	47
Adult Acute Care	18	54
Adult Psychiatric Mental Health	2	19
Anesthetist	55	542
Family	99	976
Family Planning	0	3
Family Psychiatric Mental Health	7	24
Gerontological	2	7
Midwife-Certified	2	28
Neonatal	7	37
OB-GYN	0	11
Pediatric	4	27
Woman's Health Care	2	27
Total	204	1802

LPN Expanded Role Certification

The role of the LPN may be expanded by the Board under its rule-making authority to include selected procedures commensurate with required preparation and experience. Under specific Board-approved guidelines, the LPN may be certified in the expanded roles of intravenous therapy and hemodialysis. Table 4 depicts those LPNs who were initially certified during FY 2006 and the total certified as of June 30, 2006.

Table 4: Type and Number of Expanded Role LPNs

TYPE OF LPN EXPANDED ROLE	NEW In FY 2006	TOTAL As of 6/30/06
IV Therapy	199	2,316
Hemodialysis	10	122
IV Therapy and Hemodialysis	1	36
Total	210	2,474

Reinstatements

Reinstatement refers to the reactivation of licensure to those nurses who were previously licensed in Mississippi but whose licenses have lapsed. These individuals must apply and meet all requirements for reinstatement of a nursing license. In FY 2006, 400 RNs and 366 LPNs reinstated licensure after a period of lapsed status.

Records Maintenance

In addition to changes made during renewal time, staff members engaged in a variety of activities required to maintain the most accurate licensure files as possible. Table 5 depicts those activities performed during FY 2006.

Table 5: Records Maintenance

ACTIVITY	FY06
Name Changes	53
Address Changes	901
Transcripts Issued	9
Licensure Certificates Issued	244
Duplicate Licenses Issued	840
Verifications (Miscellaneous)	295

Temporary Permits

Temporary Permits to practice nursing may be issued to endorsement applicants and camp nurses for a period of 90 days and nurses enrolled in reorientation programs for a period of 30 days. Table 6 depicts those permits issued during FY 2006.

Table 6: Temporary Permits

ACTIVITY	RNs	LPNs	TOTAL
Endorsement	1,011	196	1,207
Reorientation	10	5	15
Camp	8	0	8
Total	1,029	201	1,230

Endorsements

The Board may issue a license to practice nursing as a RN or LPN without examination to an applicant who has been duly licensed as such under the laws of another state, territory or possession of the United States, the District of Columbia, or a foreign country if the applicant meets the qualifications required of licensed RNs or LPNs in this state. The nurse must have previously achieved the passing score or scores on the licensing examination required by Mississippi at the time of his or her graduation. Table 7 depicts nurses endorsed into Mississippi from other states during FY 2006.

Table 7: Endorsements into Mississippi - FY 2006

STATE	RNs	LPNs	STATE	RNs	LPNs
Alabama	140	39	Nebraska	2	2
Alaska	2	0	Nevada	2	0
Arizona	3	0	New Hampshire	2	0
Arkansas	20	4	New Jersey	5	0
California	19	6	New Mexico	3	1
Colorado	2	0	New York	19	3
Connecticut	2	1	North Carolina	9	2
Delaware	1	0	North Dakota	0	0
District of Columbia	0	0	Ohio	7	3
Florida	42	11	Oklahoma	2	2
Georgia	23	5	Oregon	0	0
Hawaii	1	0	Pennsylvania	10	1
Idaho	1	0	Rhode Island	0	0
Illinois	30	6	South Carolina	10	2
Indiana	11	4	South Dakota	0	0
Iowa	1	2	Tennessee	81	20
Kansas	1	1	Texas	34	6
Kentucky	4	2	Utah	1	0
Louisiana	207	54	Vermont	0	0
Maine	0	0	Virginia	9	7
Maryland	2	0	Washington	5	3
Massachusetts	5	0	West Virginia	2	1
Michigan	10	4	Wisconsin	3	2
Minnesota	6	3	Wyoming	0	0
Missouri	13	4	Other Territories	0	0
Montana	2	0	Total	754	201

Verifications

The Board provides verification of licensure status for RNs and LPNs who are seeking licensure in other states, territories or countries. During FY 2006, the licensure status of 812 RNs and 241 LPNs was verified to other jurisdictions. Table 8 depicts nurses verified from Mississippi to other states during FY 2006.

Table 8: Verifications from Mississippi - FY 2006

STATE	RNs	LPNs	STATE	RNs	LPNs
Alabama	110	35	Nebraska	0	0
Alaska	9	2	Nevada	26	2
Arizona	4	0	New Hampshire	0	0
Arkansas	13	7	New Jersey	15	0
California	107	24	New Mexico	1	0
Colorado	8	7	New York	24	0
Connecticut	7	1	North Carolina	7	2
Delaware	1	0	North Dakota	0	0
District of Columbia	5	0	Ohio	16	6
Florida	51	17	Oklahoma	10	4
Georgia	52	30	Oregon	2	1
Hawaii	8	2	Pennsylvania	15	1
Idaho	0	0	Rhode Island	6	0
Illinois	21	6	South Carolina	17	2
Indiana	5	2	South Dakota	0	0
Iowa	1	0	Tennessee	56	13
Kansas	1	0	Texas	48	5
Kentucky	7	2	Utah	0	0
Louisiana	38	40	Vermont	0	0
Maine	2	0	Virginia	15	1
Maryland	1	2	Washington	9	2
Massachusetts	5	0	West Virginia	1	0
Michigan	17	6	Wisconsin	3	1
Minnesota	3	0	Wyoming	4	0
Missouri	4	2	Other	50	15
Montana	7	1	Total	812	241

PRACTICE

Standards of practice for RNs and LPNs in a variety of clinical and educational roles were reviewed and recommendations for implementation were made by the Board. Staff is available to individual nurses as well as health related agencies throughout Mississippi regarding issues of nursing roles, scope of practice and practice standards and assists the Board of Nursing investigative staff by reviewing evidence and or cases related to generally accepted standards of nursing practice.

Information and resources were studied by staff and the Nurse Practice Committee of the Board in order for decisions to be made regarding issues and questions involving nursing practice standards and scope of practice. The Board was contacted by individual nurses, nursing directors, administrators and employers of nurses for specific nurse practice information. In FY 2006, 1,477 written responses were mailed and an additional 1,511 verbal responses were provided to callers having nursing practice inquiries and 455 verbal responses were provided to callers having advanced practice nursing inquiries.

EXAMINATIONS

The Board of Nursing is responsible for evaluating the competency of persons entering the nursing profession through the administration of valid and reliable licensure examinations. The Board is a member of the National Council of State Boards of Nursing (NCSBN). Under the guidance and with the participation of its member Boards, NCSBN has developed psychometrically sound and legally defensible licensure examinations to measure the competencies needed to perform safely and effectively as an entry-level RNs or LPNs. The National Council Licensure Examination (NCLEX) is administered via computerized adaptive testing.

The Board is responsible for the administration of licensure examinations to graduates of registered and practical nursing programs. This testing program includes the administrative duties of determining candidate qualifications, processing applications for examination, securing qualified readers for disabled candidates in accordance with the Americans with Disabilities Act, soliciting and approving volunteer item writers and item reviewers, working closely with the national testing service and the local testing centers, evaluating and monitoring test sites, adhering to strict security measures, and receiving, processing and reporting examination results to individual candidates, schools of nursing, the State Department of Education and the State Board of Institutions of Higher Learning.

Licensure examinations are administered year-round in special testing centers equipped for computerized adaptive testing. This testing methodology allows candidates to schedule at their convenience at any of over 200 sites throughout the country and to receive results within two weeks of the examination. Mississippi has sites located in Jackson and Tupelo.

Mississippi's system of vocational and higher education provides education opportunities for potential nursing students throughout the state. Mississippi programs preparing LPNs are regulated and approved by the Community College Board pursuant to a contractual agreement with the Mississippi Department of Education. Mississippi programs preparing RNs are regulated and approved by the State Board of Institutions of Higher Learning.

Tables 9 and 10 include only those graduates of Mississippi schools of registered nursing and practical nursing who took the examination for the first time, regardless of where they initially applied for licensure.

Table 9: Mississippi RN Graduate First Writes

YEAR	TOTAL NUMBER WRITING	PASSING		FAILING	
		NUMBER	PERCENT	NUMBER	PERCENT
FY02	961	827	86%	134	14%
FY03	1282	1123	88%	159	12%
FY04	1236	1060	86%	176	14%
FY05	1368	1191	87%	177	13%
FY06	1462	1286	88%	176	12%

Table 10: Mississippi LPN Graduate First Writes

YEAR	TOTAL NUMBER WRITING	PASSING		FAILING	
		NUMBER	PERCENT	NUMBER	PERCENT
FY02	506	401	79%	105	21%
FY03	566	478	84%	88	16%
FY04	615	549	89%	66	11%
FY05	582	535	92%	47	8%
FY06	696	610	88%	86	12%

Tables 11 and 12 describe all RN and LPN candidates who applied for licensure by examination in Mississippi (including first-time and repeat applicants) regardless of where they were educated. Tables 11 and 12 reflect numbers of examinations administered not numbers of examination applicants.

Table 11: RN Licensure Examination Statistics First-Time and Repeat Candidates

YEAR	TOTAL NUMBER EXAMS ADMINISTERED	PASSING		FAILING	
		NUMBER	PERCENT	NUMBER	PERCENT
FY02	1418	1088	77%	330	23%
FY03	1439	1141	79%	298	21%
FY04	1573	1263	80%	310	20%
FY05	1963	1600	82%	363	18%
FY06	1981	1313	89%	166	11%

Table 12: LPN Licensure Examination Statistics First-Time and Repeat Candidates

YEAR	TOTAL NUMBER EXAMS ADMINISTERED	PASSING		FAILING	
		NUMBER	PERCENT	NUMBER	PERCENT
FY02	704	477	68%	227	32%
FY03	786	570	73%	216	27%
FY04	809	631	78%	178	22%
FY05	741	613	83%	128	17%
FY06	845	684	81%	161	19%

Table 13 represents examination results for those LPN graduates who took the examination for licensure in Mississippi during FY 2006. Table 13 also reports examination results for candidates who completed an out-of-state LPN program and for candidates who completed a RN education program (foreign or domestic).

Table 13: LPN Examinations - FY06

PRACTICAL NURSE PROGRAMS	FIRST WRITES			REPEATS		
	Number Tested	Number Passed	Percent Passed	Number Tested	Number Passed	Percent Passed
Coahoma Community College	16	8	50	11	2	18
Copiah Lincoln Community College	35	27	77	5	2	40
East Central Community College	17	16	94	2	2	100
East Mississippi Community College	28	28	100	1	1	100
Hinds Community College	114	96	84	24	5	21
Holmes Community College	68	62	91	9	5	56
Itawamba Community College	33	31	94	3	1	33
Jones County Junior College	59	55	93	10	5	50
Meridian Community College	29	29	100	1	0	0
Mississippi Delta Community College	26	23	88	3	2	67
MS Gulf Coast Community College	73	65	89	7	5	71
Northeast MS Community College	33	29	88	7	6	86
Northwest MS Community College	90	77	86	14	7	50
Pearl River Community College	29	24	83	6	3	50
Southwest MS Community College	30	25	83	5	4	80
Sub-Total	680	595	88	108	50	46
Out-of-State Programs	38	29	76	9	4	44
Closed LPN Programs	-	-	-	2	1	50
Graduates of RN Programs	3	3	100	-	-	-
Graduates of Foreign Programs	3	1	33	2	1	50
Sub-Total	44	33	75	13	6	46
TOTAL	724	628	87	121	56	46

Table 14 represents examination results for those RN graduates who took the examination for licensure in Mississippi during FY 2006.

Table 14: RN Examinations - FY06

SCHOOLS OF NURSING	FIRST WRITES			REPEATS		
	Number Tested	Number Passed	Percent Passed	Number Tested	Number Passed	Percent Passed
Associate Degree Programs						
Alcorn State University	24	18	75	8	4	50
Copiah Lincoln Community College	41	38	93	7	2	29
East Central Community College	43	38	88	21	7	33
Hinds Community College	126	112	89	14	11	79
Holmes Community College	57	51	89	11	7	64
Itawamba Community College	51	49	96	4	0	0
Jones County Junior College	48	43	90	10	5	50
Meridian Community College	137	126	92	20	11	55
Mississippi Delta Community College	34	32	94	-	-	-
MS Gulf Coast Comm. Coll.	124	99	80	26	19	73
Mississippi University for Women	46	43	93	6	3	50
Northeast MS Community College	65	59	91	20	10	50
Northwest MS Community College	65	62	95	9	4	44
Pearl River Community College	59	55	93	7	3	43
Southwest MS Community College	66	56	85	20	16	80
Sub-Total	986	881	89	183	102	46
Baccalaureate Programs						
Alcorn State University	20	19	95	-	-	-
Delta State University	8	6	75	11	1	9
Mississippi College	45	37	82	7	6	86
Mississippi University for Women	37	35	95	1	1	100
University of Mississippi Medical Center ⁶⁶	66	56	85	24	14	58
University of Southern Mississippi	86	73	85	21	13	62
William Carey College	57	50	88	6	4	67
Sub-Total	319	276	87	70	39	56
Other						
Out-of-State Programs	174	156	90	67	23	34
Foreign Programs	147	130	88	35	19	54
Sub-Total	321	286	89	102	42	41
TOTAL	1626	1443	89	355	183	52

INVESTIGATIVE and DISCIPLINARY

Allegations of violations of the Nursing Practice Law are made known to the Investigative Division from a variety of sources including self reporting nurses, patients, family members, co-workers, supervisors, anonymous calls and letters, the media and other boards of nursing. An allegation is reviewed to determine whether there is evidence of a violation of the Nursing Practice Law, if the Board of Nursing has jurisdiction and if there is sufficient information to support an investigation. The investigation includes data collection through medical record reviews, review of court records and interviews with the licensee or applicant for licensure and with witnesses. Cases may be referred to the Recovering Nurse Program when there is reason to believe the nurse may be practicing the profession while the ability to practice is impaired by either alcohol or mood altering substances or if the nurse has an emotional/physical disability. Cases are closed when there is insufficient evidence to substantiate the allegations or if there is no violation of the Nursing Practice Law which warrants formal disciplinary action. If the findings of an investigation reveal evidence to support a formal action, the case is referred to the Disciplinary Division.

When investigations provide evidence of violations of the Nursing Practice Law, the Disciplinary Division will prepare cases for presentation to the Board. Some nurses are offered an opportunity to enter into agreed orders in lieu of appearing before the Board. If an agreed order is signed, the nurse admits to a violation of the Nursing Practice Law and agrees to disciplinary action. When agreed orders are rejected by the nurse, a disciplinary hearing is scheduled. Disciplinary hearings are conducted by a hearing panel consisting of three members of the Board. If the hearing panel determines that probable cause and sufficient legal evidence exist to believe that an applicant does not possess the qualifications required or that a licensee has violated any of the provisions of Mississippi Code of 1972, Annotated, §73-15-1, et seq., the hearing panel may refuse to issue a license to the applicant, or revoke, suspend, refuse to renew a license, or revoke or suspend the privilege to practice or otherwise discipline the licensee.

Table 15 depicts the activities of the Investigative and Disciplinary Divisions during FY 2006.

Table 15: FY 2006 Investigative and Disciplinary Statistics

ACTIVITY	FY06
Allegations Received	982
Investigations Completed	920
Referred for Action	240
Investigations Closed	680
Total Disciplinary Actions	412
Formal Hearings	98
Agreed Orders	203
Administrative Denials	7
RNP Admissions	80
RNP Relapse Admissions	11
Lapsed Reinstatements	13

The Health Insurance Portability and Accountability Act of 1996 established a national health care fraud and abuse data collection program for the reporting of final adverse actions against health care providers, suppliers or practitioners. The Healthcare Resources and Services Administration of the Department of Health and Human Services is responsible for oversight of the Healthcare Integrity and Protection Data Bank (HIPDB), as well as the National Practitioner Data Bank (NPDB). The National Council of State Boards of Nursing (NCSBN), serves as the reporting agent for many boards of nursing, including Mississippi.

RECOVERING NURSE PROGRAM - COMPLIANCE

The Recovering Nurse Program-Compliance (RNP) was developed to protect the consumers of nursing care through a special program for nurses recovering from drug dependence and/or a physical or emotional disability that renders the individual unsafe to practice. This program allows nurses to maintain licensure while receiving treatment and aftercare and being closely monitored by the Board through a structured agreed order. Nurses acknowledge violation of the law and voluntarily enter into a contractual probation agreement with the Board to restrict licensure for 12 - 60 months in lieu of a formal disciplinary hearing before the Board. Nurses in the RNP are allowed to practice nursing in highly supervised settings, and are closely monitored through a system of written monthly progress reports from the program participant, the treatment/aftercare team and the employer. All participants are required to furnish random drug screens as well as verification of required attendance at drug rehabilitation support groups such as Alcoholics Anonymous or Narcotics Anonymous. Additionally, the RNP staff conducts regular and frequent conferences with participants and makes site visits to employment and treatment settings. This division also monitors agreements resulting from disciplinary restriction of licenses (excluding Recovering Nurse Program participants). Restricted licensees are required to submit numerous monthly reports to provide documentation of compliance with board orders. In FY 2006, 157 individuals per month including an average of 93 restricted and 64 revoked licensees submitted monthly documentation in anticipation of a future reinstatement hearing. Table 16 depicts the activities of the RNP during FY 2006.

Table 16: RNP Activities

ACTIVITY	FY06
Conference with RNP Participants	1,174
Admissions	80
Relapse Admissions	11
Completed RNP	37
Compliance Affidavits	8
Number in RNP at End of Fiscal Year	242
Admits Per 1000 Active Nurses	1.9

NURSE LICENSURE COMPACT

Nurses who reside in another compact state who wish to practice in Mississippi will be given the privilege to practice rather than going through the endorsement process for a license. The general purposes of this compact are to:

- Facilitate the states' responsibilities to protect the public's health and safety;
- Ensure and encourage the cooperation of states in the areas of nurse licensure and regulation;
- Facilitate the exchange of information between states in the areas of nurse regulation, investigation and adverse actions;
- Promote compliance with the laws governing the practice of nursing in each jurisdiction;
- Invest all states with the authority to hold a nurse accountable for meeting all state practice laws in the state in which the patient is located at the time care is rendered through the mutual recognition of state licenses.

NATIONAL COUNCIL OF STATE BOARDS OF NURSING

The Mississippi Board of Nursing continued to be active in the National Council of State Boards of Nursing (NCSBN). The mission of NCSBN is to promote public policy related to safe and effective practice of nursing in the interest of public welfare. It strives to accomplish this mission by acting in accordance with the decision of its member boards of nursing on matters of common interest and concern affecting the public health, safety and welfare. To accomplish its goals, NCSBN provides services and guidance to its members in performing their functions that regulate entry to nursing practice, continuing safe nursing practice, and nursing education programs. In addition to licensure examinations (NCLEX-RN and NCLEX-PN), NCSBN also assisted the Board of Nursing by providing services, research, and data in the areas of licensure, standards of practice, discipline, federal regulations, foreign-educated nurses, chemical dependency, nursing education and other regulatory and education issues. In FY 2006, Board members and staff participated in NCSBN activities as follows:

- Board members Bess Blackwell and Tina Mabry and staff member Delia Owens attended the August 2-5, 2005, Delegate Assembly meeting in Washington, DC
- Board member Debra Allen and staff member Delia Owens attended the NCSBN Midyear meeting in Chicago, March 13-15, 2006
- Staff member Delia Owens attended the NCSBN Executive Officer Leadership Seminar in Santa Monica, California, June 27-29, 2006
- Board member Cathy Williamson served on the NCSBN APRN Advisory Committee
- Staff member Sheree Zbylot served on the NCSBN Nursys Advisory Panel

LIAISON AND INTER-AGENCY ACTIVITIES

Staff members presented a variety of educational sessions to over 2,100 individuals throughout Mississippi regarding the Board of Nursing, the Nursing Practice Law, nursing practice issues and chemical dependence among health professionals. Staff members assisted local, state and federal agencies in investigations of or related to nurses. They also represented the Board on committees and at meetings of other state and national agencies and organizations including the following:

- Mississippi Nurses Association
- Institutions of Higher Learning - Council of Deans and Directors
- Nursing Organization Liaison Committee
- Office of Nursing Workforce - Advisory Committee
- Office of Nursing Workforce - Barriers to Nursing Education Task Force
- Office of Nursing Workforce - HRSA Nurse Residency Advisory Committee
- Theta Beta Chapter of Sigma Theta Tau International Honor Society - Board of Directors
- Mississippi Bar Association
- Mississippi Department of Health - Pandemic Influenza Planning Committee
- University of Mississippi - Adjunct Faculty

HURRICANE KATRINA

In the aftermath of Hurricane Katrina on August 30, 2005, the Mississippi Board of Nursing office began working to address the numerous nursing and healthcare issues related to this emergency situation. The Board of Nursing website was immediately updated with information concerning the Emergency Management Assistance Compact and licensure information was placed prominently on the Board's homepage. Due to the overwhelming number of calls, two telephone lines were designated to receive incoming calls from volunteers. Several other lines were designated to receive requests from facilities for nurses and to provide additional information to persons already committed to volunteering at a designated facility. Board of Nursing staff received requests for volunteer nurse staffing; facilitated volunteers connecting with facilities; worked with facilities, volunteer organizations and state/federal agencies to meet volunteer needs and respond to licensure and practice questions; identified additional facilities requiring staffing; compiled data concerning volunteers and facility needs; coordinated volunteer nurses to aid in providing immunizations for tetanus and Hepatitis A and connected volunteers from areas that no longer needed services with other facilities. Over 3,000 telephone calls and numerous emails were received from nursing organizations and individuals interested in volunteering to offer assistance, including nurses of all licensure levels, pharmacists, physicians, emergency medical technicians, paramedics, nurse recruiters, faculty members from nursing schools, certified nursing assistants, retired nurses and others flooded the office. Staff assisted over 700 volunteer nurses in contacting entities which needed volunteers. The Board staff worked with the Department of Health, Mississippi Emergency Management Agency, Emergency Operations Center, Mississippi Hospital Association and Mississippi Nurses' Association to coordinate flow of information and connecting volunteers with entities with needs. To assist with interagency coordination, the Board of Nursing stationed a staff member at the Mississippi Incident Command Center in Gulfport.

MISSISSIPPI OFFICE OF NURSING WORKFORCE

In 1996, the Mississippi legislature passed the Nursing Workforce Redevelopment Act, which established the Mississippi Office of Nursing Workforce (ONW), under the auspices of the Mississippi Board of Nursing, for the purpose of addressing changes impacting the nursing workforce. Two of the major objectives identified were to develop and implement a systematic annual survey for nursing manpower needs and projections, and to develop a competency model to assist students in articulation and mobility within the multi-level nursing education system. The foundational philosophy for the ONW initiative is the belief that the health and welfare of the people of Mississippi are highly reliant on a competent nursing workforce in sufficient numbers, and that successful workforce development is dependent on each component of Mississippi's conceptual model.

Nursing Workforce Data: ONW completed its eighth year of nursing workforce data analysis from surveys sent to hospitals and aging and adult services. A full report was submitted to the Mississippi State Department of Health for inclusion in the State Health Plan, which includes nursing vacancy, projected increase in demand, and turnover data. Additionally, ONW reports 100% participation of Mississippi schools of nursing with the Southeast Regional Education Board (SREB) School of Nursing survey, which includes faculty and student data. ONW compiles the SREB survey data and reports are provided to the Mississippi Council of Deans and Directors of Schools of Nursing annually. Data excerpts from both of these surveys are posted on ONW's website (www.monw.org).

Mississippi Graduate Nurse Residency Program: The Mississippi Graduate Nurse Residency Program is funded by the Health Resources Services Administration (HRSA) under the Nurse Education, Practice, and Retention Grant. The Residency Program is six months in length and addresses the "continental divide" between nursing education and nursing practice in a highly supportive, appropriately paced learning environment. River Region Medical Center was selected as the first hospital to participate. ONW staff conducted preceptor training workshops where over thirty registered nurses were trained as preceptors. Three nursing graduate residents completed the first class of the Residency Program and nine residents participated in the second class in June 2006. Delta Regional Medical Center was selected as the second hospital. ONW staff trained twenty-eight preceptors. Nine residents participated in their first class in June 2006.

StudentMax™ (Clinical Placement Software): With funding provided by the Mississippi Department of Employment Security (MDES), ONW purchased StudentMax™, a web based clinical placement program to help increase available clinical sites for the schools of nursing. The pilot area included the Jackson-Vicksburg area schools, hospitals and healthcare facilities. On March 17, 2006 StudentMax™ went live on the web, www.monwplacement.org, and the program has been very successful with schools of nursing and clinical sites.

Student Navigator Website: MDES funded the establishment of the "Virtual Student Navigator" (www.studentnavigator.org), a web-based resource network for students enrolled or anticipating enrollment into nursing and allied health programs across Mississippi. Contact information for resources is provided and includes, but is not limited to financial assistance, tax assistance, utilities/fuel assistance, stress management, medical care (free or reduced care), legal services, health insurance, daycare/childcare, student preparation and Department of Human Services.

Competency Congruency Study: MDES also provided funding for the Competency Congruency Study to identify gaps in competency priorities of schools of nursing and nursing service administration. Academic leaders and faculty (#183) and service leaders (#154) were asked to rank competencies emphasized in the current curriculum and those needed on inpatient nursing units respectively. Incongruencies were identified between service and academic leaders for generalist RNs in time management, teamwork, communication skills, physical assessment, customer service,

and collaboration with multidisciplinary teams. A statewide task force of service and academic leaders was convened to discuss options to alleviate gaps in the two priorities of time management and teamwork. The task force supported that participation in student externship programs would promote reduction in these competency gaps. The task force developed a strategic plan to promote all students' participation in an extern program. The Deans and Directors education/service liaison committee, along with ONW staff and consultants, continues the implementation of this strategic plan.

Evidence-Based Practice Workshop: MDES funded an Evidence-Based Practice Workshop conducted by Dr. Marita Titler. The goals of the workshop was to provide educators, clinical and administrative nurses with knowledge and skills to develop Evidence-Based Practice Initiatives, and to assist nursing leaders in teaching students and staff in the development, implementation and maintenance of Evidenced-Based Practice Principles.

Healthcare Workforce Regional Forums: For the second year, with funding provided by MDES, ONW hosted four regional forums to discuss opportunities for partnerships between healthcare educators, schools of nursing, healthcare employers, and local workforce investment areas. The forums focused on the state of the healthcare workforce in Mississippi and opportunities to leverage available resources in addressing healthcare workforce shortages. The forums were well attended and numerous productive, collaborative partnerships developed as a result.

Bower Foundation Mentorship Program: Spring 2006 marked the beginning of a new partnership between ONW and The Bower Foundation. The Bower Foundation granted ONW funds to create two new High School Student Nurse Mentorship programs. The first program was implemented in Tupelo with North Mississippi Medical Center and the Healthcare Foundation of North Mississippi as funding partners. Nineteen students enrolled in the eight-week "Mentorship Academy". The students participated in classroom projects and job shadowing that were interactive, creative, and covered various aspects of working in a healthcare facility. The students were taught basic medical terminology, life skills, teamwork, and professional communication and interaction skills. In June, eighteen students completed an 80-hour Certified Nurse Assistant (CNA) course. The nineteenth student was called to active armed service duty in Iraq.

Gear Up Camp: Gear Up Mississippi, in partnership with ONW, Mississippi Delta Community College (MDCC) and Mississippi Hospital Association Health Careers Center hosted a *Dream Big – Be a Nurse Camp* at MDCC. The Camp was a six-day summer enrichment program designed to help address future healthcare workforce needs by attracting high school students into nursing. The goal was to increase the students' understanding of the nursing profession and educational requirements. Seventeen students attended the event and were given the opportunity to hear presentations on various healthcare professions and experience job shadowing at Delta Regional Medical Center, Greenwood Leflore Hospital and South Sunflower County Hospital.

National Presentations: Wanda M. Jones, MSN, RN, ONW Executive Director and Shelia Keller, PhD, Consultant with ONW presented, "Navigating the Barriers to Student Nurse Success" at the 4th National Conference of State Nursing Workforce Centers. In addition to numerous statewide presentations on ONW's research and projects, the Competency Congruency Study was accepted and presented as a poster presentation at the International Sigma Theta Tau Conference in Montreal.